

# Surface Warfare Officer Community Brief



**CAPT Rick Cheeseman**  
**Director, Surface Officer Assignments**  
**PERS-41**

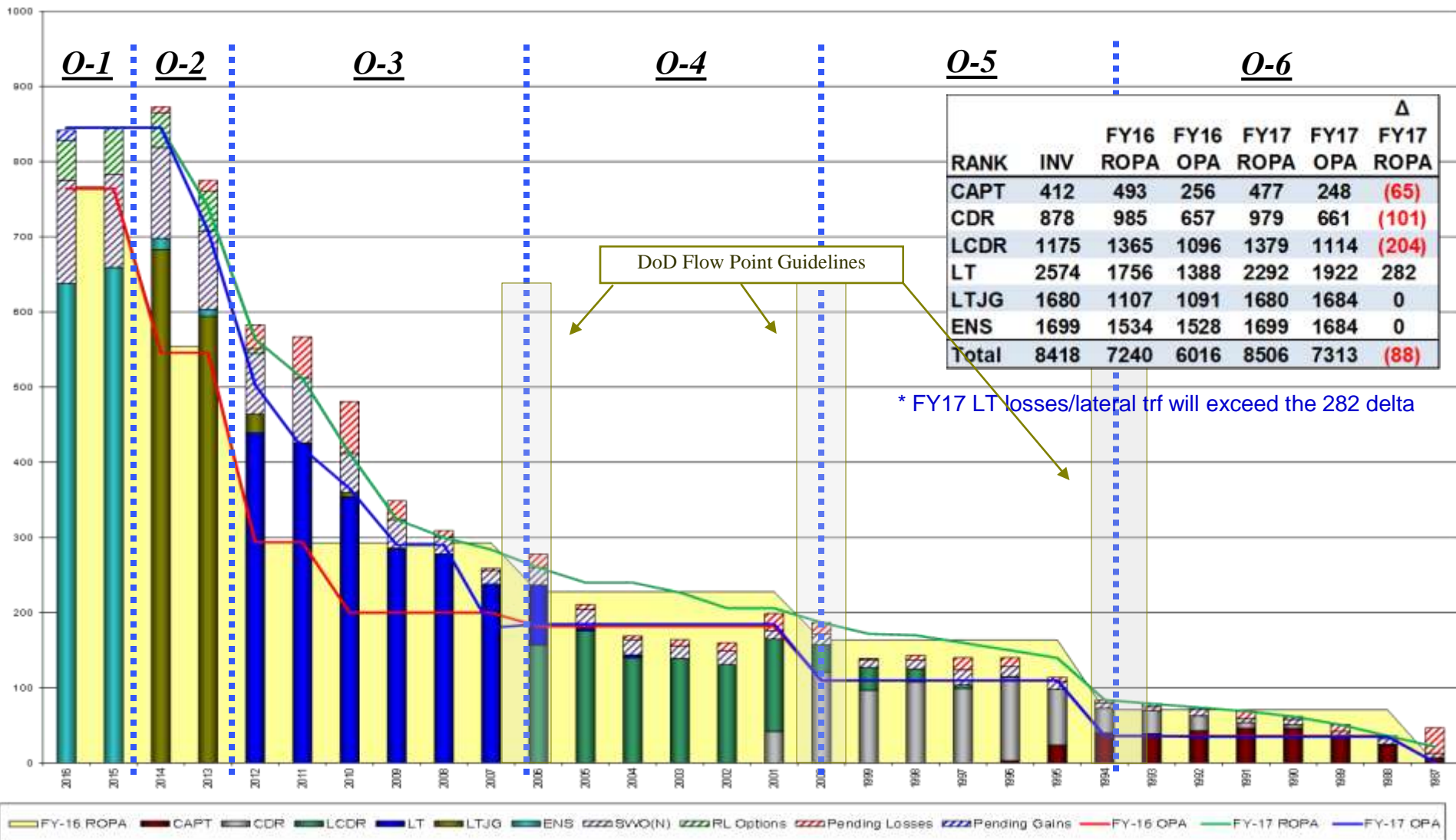


# Agenda

- SWOs: Making a difference
- PERS-41: Who & What
- Career Progression and Milestones
- Career Management & Benefits



# SWO Allocation/Inventory

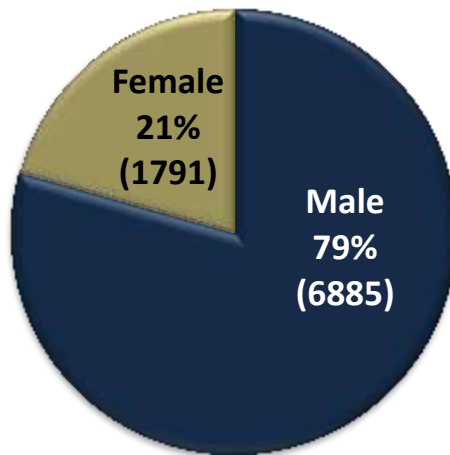


**219 RL Options. 1023 SWO(N). 415 Pending Losses.**

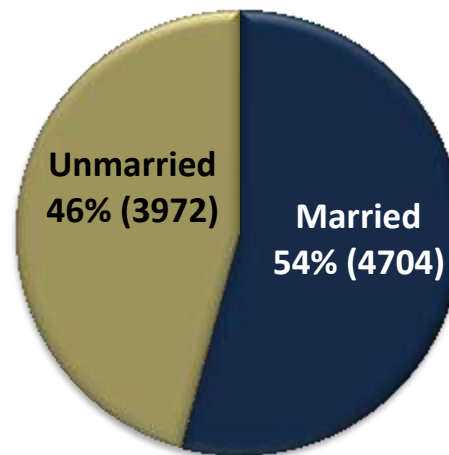


# Who We Are

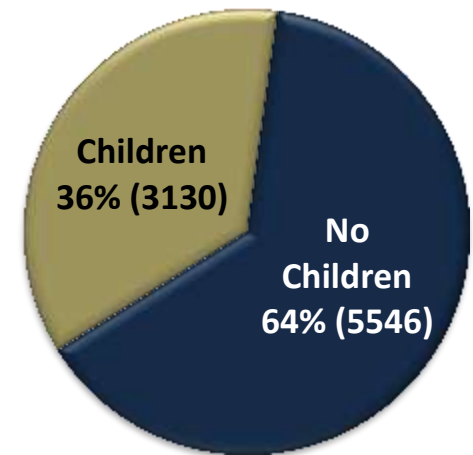
## Gender



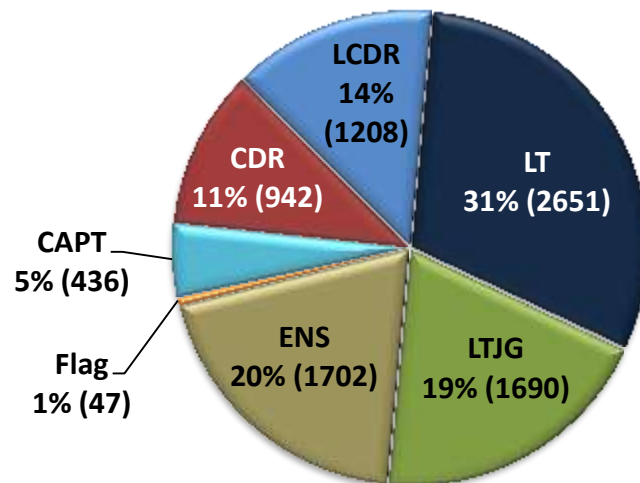
## Marital Status



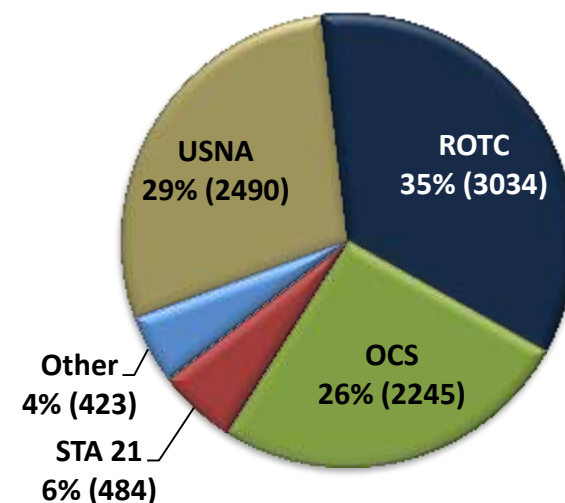
## Children



## Rank

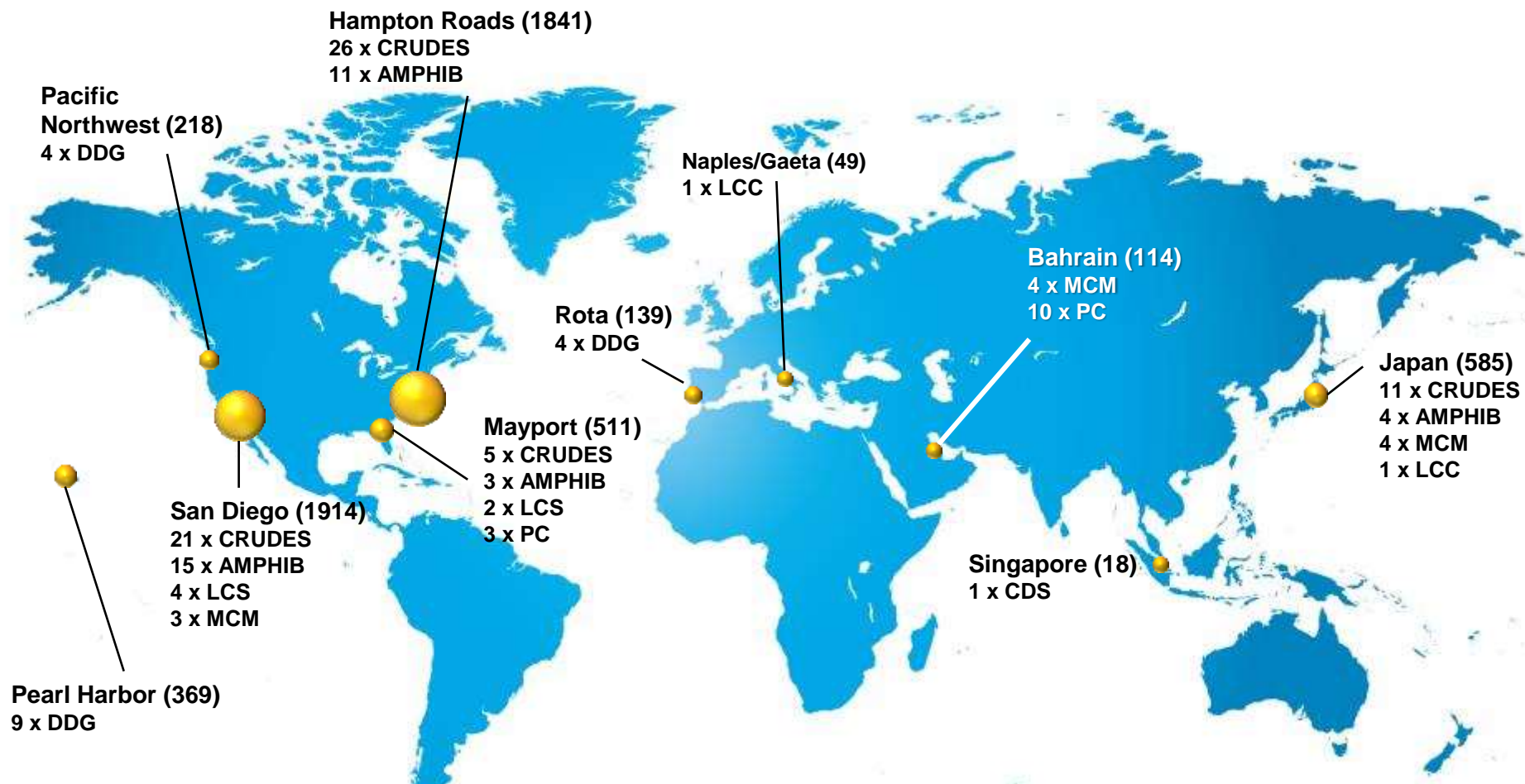


## Commissioning Source





# Where We Are



- DDGs to Everett, Mayport, Rota, Yokosuka
- CG Modernization
- FDNF growth in Rota, Yokosuka & Singapore
- LCS growth on both coasts



# PERS-41 Mission

- Match talent to task
- Provide capable officers for all milestones
- Respond to Fleet needs



**Building Strong Careers is our Job**



# PERS-41 Organization

## PERS-41 Director Surface Officer Distribution Division

- Deputy Director/Asst. O-6 (CDR Sundberg)
- Asst. O-6 Detailer LCDR Gilmore)
- Executive Assistant (LCDR Winn)
- SWO Outreach (LCDR Seeger)
- Metrics (LCDR Welgan)

### PERS-410/411 CDR/LCDR Assignments

(CDR S. Grunwell)

PCC  
Post-DH  
XO-SM  
XO-Afloat  
CO-SM  
CO-Afloat

### PERS-412 Junior Officer Assignments

(CDR J. Grunwell)

Accessions  
DIVO – DH  
(Conventional &  
Nuclear)

### PERS-413 Surface Officer Placement

(LCDR Gabriel)

### PERS-414 LDO/CWO Assignments

(CDR Enriquez)

Admin  
Security  
OPSTEC  
Deck  
Electronics  
Ordnance  
Engineering

### PERS-415 SPECWAR Assignments/ Placement

(CDR Donovan)

CWO2 – CDR  
Placement for  
SEAL Commands

### PERS-416 EOD Assignments/ Placement

(CDR Tollison)

CWO2 - CDR  
Placement for  
EOD, Salvage, &  
DIVE/EOD  
Training  
Commands

### PERS-46B Full Time Support Assignments

(CDR Smith)

ENS – CAPT  
Sr. FTS rep at  
NPC



# Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education
- Family Needs

**Personal Preferences**

**Career Needs**

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

**Needs of the Navy**

**“Deliver the Right Skills, at the Right Time, for the Right Job”**





# What's going on in Surface Warfare

- Launched SWO Career Chart: *flexible, agile, options*
  - Most significant enhancement to SWO careers in 20 years
- Sailor 2025: Surface Warfare → Retaining our “most talented”... vice “most willing”
- Developed pilot for Plans and Tactics Officer (PTO)
  - First change to DH construct in 32 years!
  - 5<sup>th</sup> DH on 24 ships in 2016... Goal: improve warfighting readiness
- Balanced DH Sequencing Plan
- Increased selectivity to serve as a DH
- First “Reward for Performance” bonus in DOD (DHRB)
- Midshipman Early Ship Selection Initiative option for COs



# Sailor 2025 Initiatives

- BLUF: Critical enabler to retention of top tier talent
- Adaptive workforce policies
  - Increased bonus opportunities
  - Expanded Career Intermission Program (CIP)
    - Increasing Navy quotas from 40... to 400
    - Future: CIP during bonus window
  - Revised spouse co-location policy
    - Our commitment: co-location is the standard
  - Expanded Maternity Leave
- Building the “Fleet Scholar”
  - SURFOR connects top talent with opportunities for Civilian Grad Ed
    - 10 SWO JOs in civilian schools this summer
  - SURFOR identifies top talent for new SECNAV Industry Tour Program
    - Enriching experience w/America’s leading companies
    - 10 SWO JOs in companies this summer

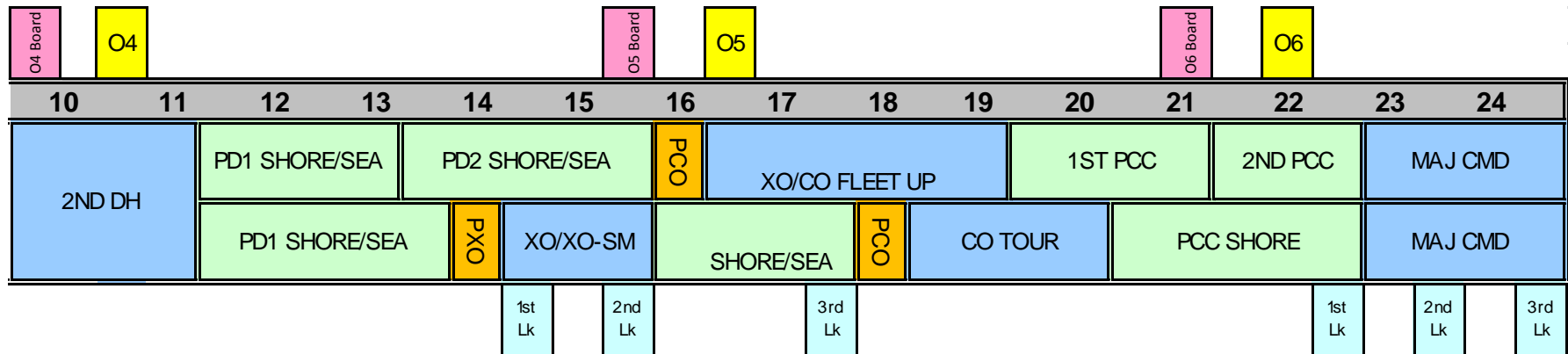
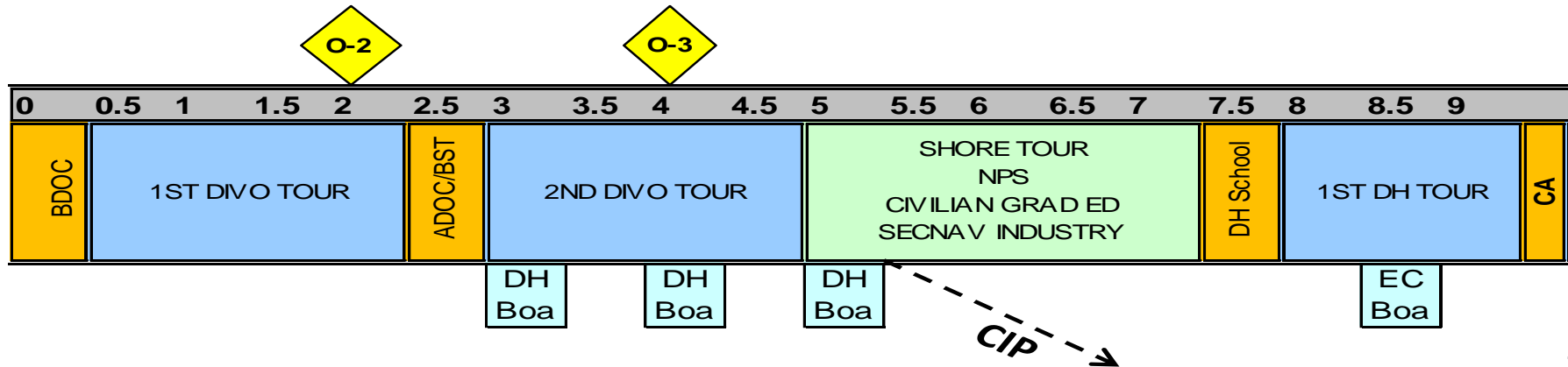
**New initiatives energize and incentivize top talent**



# Career Progression and Milestones



# SWO Career Path



**Performance at Sea drives Command Screen,  
Professional portfolio drives shore assignment**



# A new SWO Career Chart...

## Many Options to Meet Your Goals

### TRADITIONAL CAREER PATH



### New: Surface Warfare Career Chart

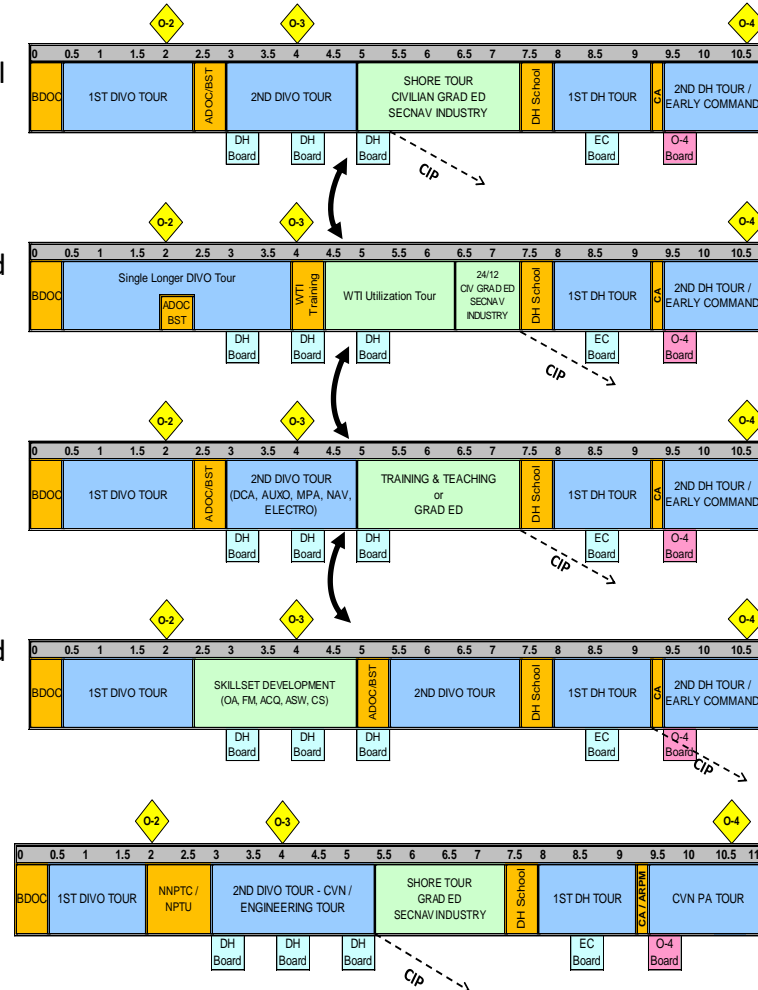
Track 1  
Traditional  
Path

Track 2  
Accelerated  
Warfighter

Track 3  
Enhanced  
Readiness

Track 4  
Accelerated  
Skillset  
Building

Nuclear  
Track



- Multiple paths that connect values with options and opportunities
- Build better CO's, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.

**JOs want options and we delivered...**  
**Increased level of interest all Tracks!**



# Divo Slating Process

- 6 months from PRD
- Email requests
- Slate input includes:
  - Qualifications (OOD, SWO, EOOW, TAO)
  - FITREP performance (Latest FITREP / INDIV SUM vs. RSCA)
  - Your Preferences
  - CO Input/Assessment
- SWE Business Rule: 3 of 4 DIVO & DH tours must be in mainstream afloat billets
- If an officer does not have an EOOW letter on their 1st tour, assignment to 2nd DIVO tour on a ship will occur (likely in engineering billet)
- Cost vs No-cost moves:
  - FY17 and Beyond, funding may be a concern . . .



# Sea Slate Worksheet

Officer's  
Preferences

Officer's  
Qualifications

Slate Points & Slate Rank

## 2nd Tour Division Officer Slate

Name		Rank	LTJG	Desig	1110	Command		Homeport	SDGO	Billet	FIRST LT AFLOAT
YG		Sex	M	Dependents	0	Co-Lo	<input type="checkbox"/>	E-M	<input type="checkbox"/>	Command Engagement	<input type="checkbox"/>
Slated Tour	DDG 106 STOCKDALE		SDGO	FCO	Slate Results	G-1/1/2					
Preferences											
Platform Priority:	1	DDG	CG	LPD17	FFG	LHD					
Homeport Priority:	2	SDGO	PEARL	EVERETT	ROTA	MAYPORT					
Billet Priority:	3	NAV	FCO	ASWO	TRNG	DCA					
Slate Rank											
Qualifications											
Complete											
OOD	<input checked="" type="checkbox"/>										
SWO	<input checked="" type="checkbox"/>										
EOOW	<input type="checkbox"/>										
TAO	<input type="checkbox"/>										
Promise											
Qual Points	###										
Slate Points	2.57152173913043										
Slate Rank:	1										
FITREP											
FITREP Date		5/27/2013									
Reporting Senior											
Trait Average		4.29									
Summary Group Average		4.21									
RSCA		3.68									
Command Engagement											
Command EDD: 201402											
Detailer Notes											
Wants DDG/SDGO/NAV. If not there, then wants DDG in any homeport listed. Next choice is any CG in homeports listed. Does NOT want HAMRDS or JAPAN. Does NOT want STAFF or amphib.											
CO's Comments & Recommendations											
Mature, meticulous, and principled. #1 of all (1st and 2nd) DIVOs and #1 OOD. Rec DDG NAV; perfect fit. Send Aegis to groom for DH. Try to keep in SDGO (family). DH: CO yes; SNO yes. ASWO: yes but don't. EOOW and TAO promise. NAR.											

Detailer's Comments  
1-3 Lines

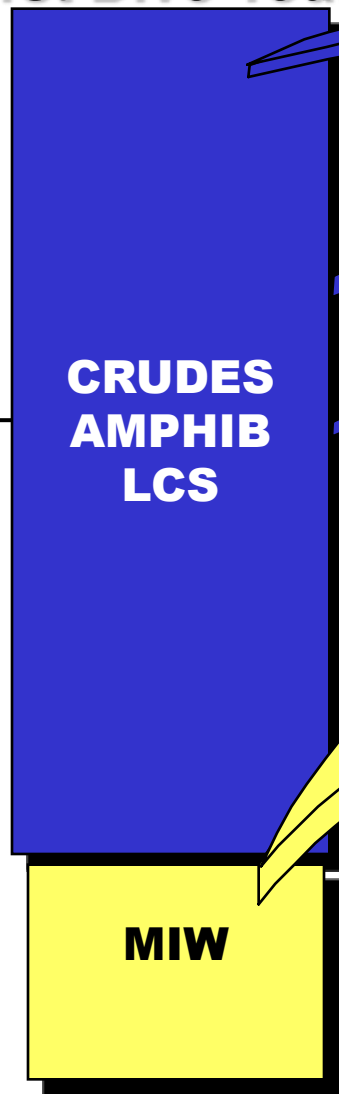
CO's Comments & Recommendations  
1-3 Lines

**Slate worksheet and Officer's preference used to determine slating**



# 2nd Divo Tour Slating Options

## 1st Divo Tours



## 2nd Divo Tours

OPPORTUNITY  
ALLOWS  
FOR MAXIMUM  
EXPOSURE TO A  
VARIETY OF  
SHIP TYPES.

**AMPHIB  
CRUDES  
LCS**



5%



7%



6%

82%

100%





# Expanded Opportunities...

## for our MOST Talented JOs

- **FSEP (Fleet Scholar Education Program) \*NEW\***
  - Pursue advanced education at America's most prestigious institutions of THEIR choosing (in CONUS). Degree must have a Navy subspecialty associated with it; up to 24 months.
- **GET (Graduate Education and Teaching)**
  - Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, and then teach that subject area at USNA for two years.
- **LEAD (Leadership Education and Development)**
  - Pursue a Master's Degree from the University of Maryland or George Washington University, followed by a two year tour as a Company Officer at USNA.
- **TWI (Tours with Industry) \*NEW\***
  - The opportunity to work at Amazon, Google, NextJump, LinkedIn, Apple, La Quinta, Walmart, UPS.... This program is twelve months in duration.
- **NIAC (Naval Innovation Advisory Council) \*NEW\***
  - Work to assist, accelerate, and enable innovation throughout the DoN in either San Jose or WDC. Will regularly brief SECNAV and other DON senior leaders.
- **PMRI (Purdue University Military Research Initiative) \*NEW\***
  - Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.
- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute) \*NEW\***
  - Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.
- **NIU (National Intelligence University) \*NEW\***
  - Located inside Defense Intelligence Agency. One year program to pursue a Master's Degree in Strategic Intelligence..
- **MTC (Maritime Targeting Center) \*NEW\***
  - Located in Denver, Colorado. TS/SCI clearance needed. WTI production billet; receive WTI training en route.
- **NROTC (Naval Reserve Officer Training Corps)**
  - Two to three year programs to lead, mentor, and train future Naval Officers. Earn a Master's Degree while on staff.

Programs are extremely competitive and offer diverse opportunities for our **MOST** talented JOs to do something spectacular and unique  
- DHRB required... Attracting Top 10% of key YGs -



# Naval Post-Graduate School

- Operations Analysis
- Space System Ops
- Computer Science
- Information System Tech
- Info Sys and Ops
- Network Ops and Tech
- Systems Eng Analysis
- Human Sys Integration
- SPECOPS Low Intensity Conflict
- Systems Engineering
- Security Studies
- Undersea Warfare
- Combat Sys Science and Tech
- Naval/Mechanical Eng
- Electrical/Computer Eng
- Space Systems Eng
- Information Warfare

- **National Security Affairs**

- Homeland Security
- Middle East
- Far East
- Western Hemisphere
- Russia

- **MBA**

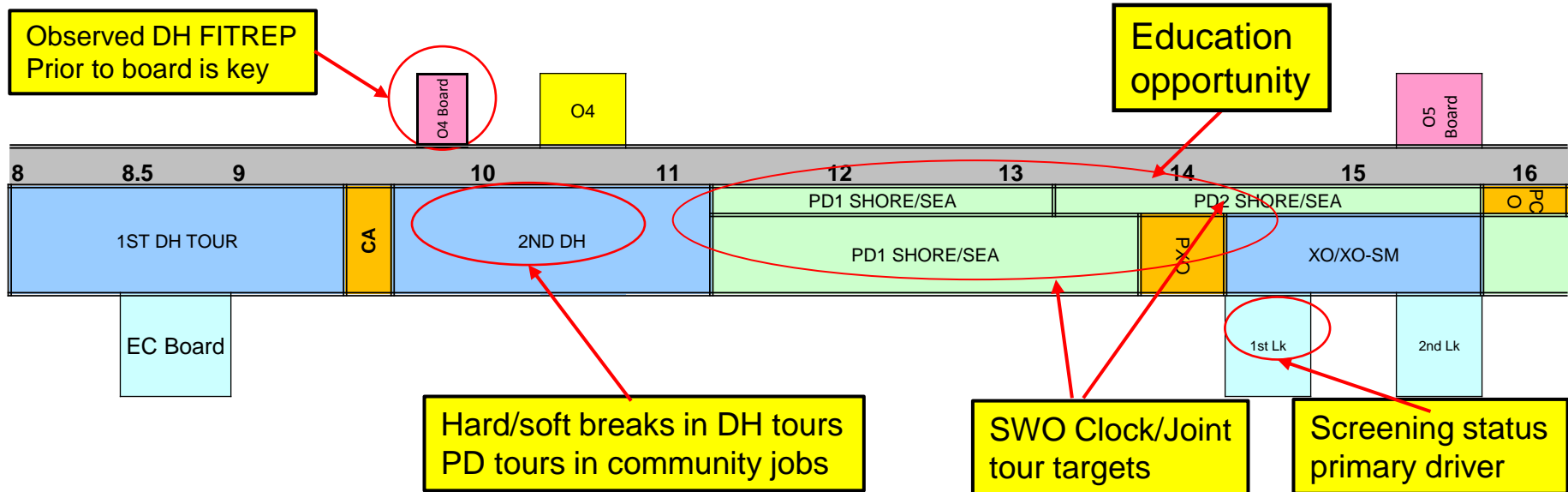
- Transportation Management
- Financial Management
- Material Logistics Support

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**THESE CURRICULA  
REQUIRE DHRB**

All curricula are competed in MAY to fill billets.  
Unfilled billets will be available throughout the year for competitive slating.

# SWO Career Path – DH



Expectations	<ul style="list-style-type: none"> <li>• Select for O-4</li> <li>• Qualify for Command at Sea</li> <li>• Early Command</li> </ul>	<ul style="list-style-type: none"> <li>• Position for CDR Command Screening</li> <li>• Sea Tour: NAV, CSG</li> <li>• Overseas: Fleet, COCOM</li> <li>• OPNAV / Community tour</li> <li>• MCM Command</li> </ul>	<ul style="list-style-type: none"> <li>• SWO Clock</li> <li>• Joint</li> <li>• OPNAV</li> <li>• Community tour</li> <li>• Subspecialty</li> </ul>
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**Performance at Sea drives Command Screen,  
Professional portfolio drives shore assignment**



# DH Billet Structure Changes

- “Ship First” Initiatives
  - Shift all ATG ENG Assessor/NCW/RIVRON billets to Post DH
    - First Post DHs arrive in late 2016
- Better Use of Manpower Initiatives
  - Expand PTO Pilot (to 25 ships)
  - Codify LCS SUW MM OIC as a 2<sup>nd</sup> tour DIVO billet
  - Review all pre-commissioning manning practices and adjust as required
- Improved Ship Readiness Initiatives
  - Shift DDG FLT I CHENGs to SLT (protect spot promote billets)
    - 10 SLT CHENGs just slated
  - Pilot breaking AEGIS WEPS-CSO fleet-up model (“Selective CSO Fleet-Up”)
    - 31 Pilot ships in 2016/17
  - Shift MCM and LSD CHENG billets back to the LDOs
    - Start transitioning billets in 2017; all 2016 requirements are slated
- Amphib-specific Initiatives
  - Send 2<sup>nd</sup> Tour DHs to LHD NAV billets
  - Send Post DH N3s to PHIBRONs
  - Send an additional 1110 DH (PTO) to LSDs with LDO CHENGs





# Plans and Tactics Officer (PTO)

- Approved by COMNAVSURFOR as valid 1st tour DH on CG / DDG / LPD
- Evolved from recognition that:
  - We have not changed the DH construct in 32 years
  - But requirements for DH have ballooned... and DHs are stretched too thin
  - We need greater focus on PBED / tactics
  - Tactical planning pushed down to the unit level
- Tailored Training includes:
  - I-stop at Ops Planner COI in Newport
  - I-stop at NSMWDC in SDGO for PBED/Tactics training
- 24 PTOs onboard ships today
  - 25 ships by end of 2016
  - 1<sup>st</sup> LPD PTO arrived AUG 2016 (USS GREEN BAY)
  - 1<sup>st</sup> LSD PTO arrives MAR 2017
- Move to permanence in 2019?



# DH Realignment Example

OPS	WEPS	CSO	PTO	CHENG
OI	CG	CC (COMMO & NSO)	CA	EA
OD	CM	CE	TRAINO	EE
NAV	ATO/Safety	CF	OT/SSES	EM
STT	ATFP	CSTT (Tech.)	IS	ER
		ITT (Coord)	CSTT (Tact)	MP
		CX	PBED	ETT

**PTOs: Just like every other DH  
Own people, programs and equipment**



# Early Command

- Forward Deployed
  - 10 PCs, 4 MCMs in Bahrain
  - 4 MCMs in Sasebo
  - Permanent Crews
- Opportunity to command at 9-10 YCS
- CO tours in lieu of 2<sup>nd</sup>/3<sup>rd</sup> DH tour
- High screen rate for CDR CMD
- Challenging and Rewarding



**Next Board: December 2016**

**Submit Application Packages NOW!!!**



# Post-DH Detailing

- Goal: Prepare Officers for **Command Screening**
- Contact your Detailer 8-9 months prior to your PRD from 2nd DH Tour
- Detailers analyze record looking for:
  - EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
  - FITREP Breakouts (Hard and Soft against peer group)
  - FITREP Trait Avg. vs. RSCA & Summary Avg
  - Command Afloat Recommendations
  - Other significant items:
    - SWO Clock/Post-DH Sea or Operational Duty
    - DC or other high vis. community tour
    - Multiple opportunities for Joint – not required during post-DH tours

**Detailers make recommendations based on career milestone requirements and needs of the Navy**



# Post-DH Detailing

- Downstream fill list posted on 410/411 Post DH-PCC web page
  - Billets notionally posted by Placement Officers 8-10 months from fill date
  - List updated around the 1<sup>st</sup> week of each month
- All officers must provide preferences w/in 7 months of PRD
  - Submit a minimum of 5 preferences (must include 1 Hot Fill and 1 GSA billet)
- Preferences competed each month among officers in detailing window



SWO LCDR DOWNSTREAM FILL LIST:							
**** WAR COLLEGE UPDATE: We are currently taking inputs for SUMMER '09 Senior WC Seats. If you are interested, please look at the hyperlink (hyperlink) on the previous web page, and then submit your preferences to your Detailer.****							
GSA BILLETS ARE PRIORITY FILL BILLETS							
HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE							
FILL DATE	UIC	BSC	COMMAND	BILLET TITLE	HMPRT	AQD /SCP	NOTES
GSA BILLETS							
200905	42795	00250	ECRC FWD NORFOLK	LNO CENTCOM - N5 - NE18540065	NORVA		TS/SCI CLEAR, PRD 1005, NMPS 11MAY09, AEGIS
				PERFORMS LIAISON DUTIES IN SUPPORT OF USNAVCENT'S MISSION AS ASSIGNED AND DIRECTED BY COMUSNAVCENT. SUPPORTS			
200906	4060A	00242	ECRC FWD SAN DIEGO - IRAQ	JCCS-1 DIVISION OPS - NE22090017	SDGO		SEC CLR: TS/SCI, PRD: 1005, NMPS: 20090622, SUB RULE: AEGIS
				CENTCOM, CTEWCC, CFLCC, JIEDDO, ATEC, AMC, BRIGADE AND BATTALION COMMANDERS, OTHER AGENCIES AND PROGRAM MANAGERS ON ALL MATTERS RELATED TO EW OPERATIONS, CAPABILITIES AND CREW SYSTEM PROCUREMENT, TESTING, INSTALLATION AND SUSTAINMENT. RESPONSIBLE FOR TRAINING THROUGHOUT THE DIVISION.			
NON-GSA BILLETS							
NOW	00948	73010	FLTASWTRACENPAC	INST NAV SCI/302L	SDGO		
NOW	00948	74010	FLTASWTRACENPAC	TRNG/CS DIV HD	SDGO	ASW	
200902	00011	86335	OPNAV	STF RED1 GEN/LCS REQUIREMENTS	ARLING		AP BILLET
200902	00074	81500	CNSWC	EQ PGM SUP/NAVY POM	CORND0		
200903	00011	42410	OPNAV	LOGISTICS/N424F OPLOG & ASST CLF PGM MGR	ARLING		Potential SS-SCP Billet
200903	00038	35400	USPACOM	PLANS OFFICER	PEARL	JD1	
200904	52739	10010	ESG 3	FLAG SEC	SDGO		NOMINATIVE BILLET
200905	32778	92010	COMFLEACT CHINHA	OPS ASHR	CHINHA		
200906	44040	20200	PEP CANADA-ESQUI	2ND CAN SQDN OPS OFF	VICTCA		
200906	63190	73130	SWOSCOLCOM NPORT	INST TECH/CMBT SYS/DDG WEP-CSO 9545 2544	NEWPORT		

**Balancing Fleet needs with personal preferences – applying talent to task**

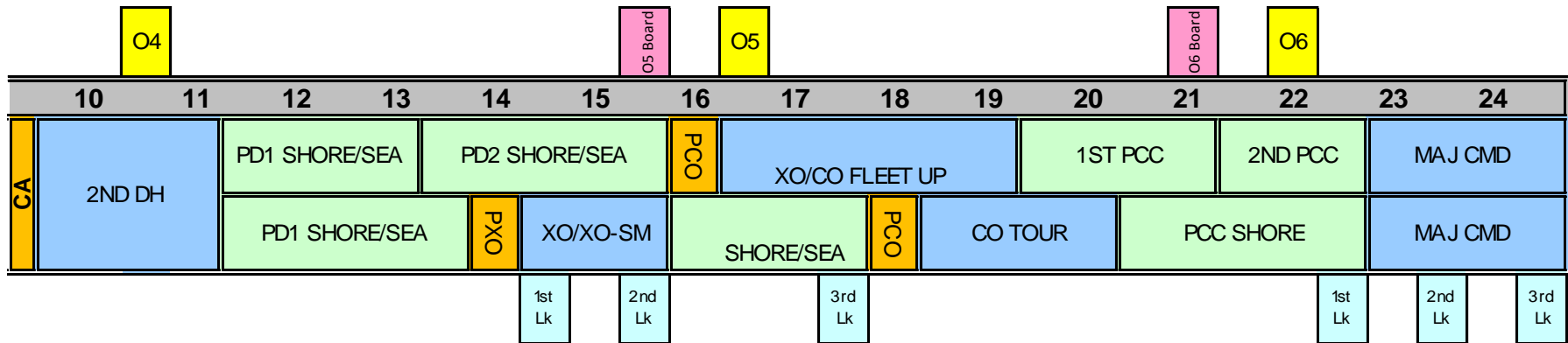


# Post-DH to O-5 Command

- Two sea or shore tours post DH (PD1, PD2)
- CDR CMD Board
  - 1<sup>st</sup> look LCDR PYG + 2
    - LCDR PYG 14 1<sup>st</sup> Look in Dec 2016
    - Can only be selected for CO-Afloat
  - 2<sup>nd</sup> look PYG + 3
    - LCDR PYG 13 2<sup>nd</sup> Look in Dec 2016
    - Can be selected for CO-Afloat, XO-Afloat, or XO-SM
  - 3<sup>rd</sup> look PYG + 5
    - LCDR PYG 11 3<sup>rd</sup> Look in Dec 2016
    - Only XO-Afloat or XO-SM screen officers eligible
    - Can be selected for CO-Afloat or CO-SM

**Department Head FITREPs drive detailer recommendations**

# SWO Career Path – DH to MAJ CMD



Expectations	<ul style="list-style-type: none"> <li>• Select for O-4</li> <li>• Qualify for Command at Sea</li> <li>• Early Command</li> </ul>	<ul style="list-style-type: none"> <li>• Position for CDR Command Screening</li> <li>• Sea Tour: CSG</li> <li>• Overseas: Fleet, COCOM</li> <li>• Community Production Tour</li> <li>• MCM Command</li> </ul>	<ul style="list-style-type: none"> <li>• Joint</li> <li>• OPNAV</li> <li>• Community tour</li> <li>• Subspecialty</li> </ul>
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**Performance at Sea drives Command Screen,  
Professional portfolio drives shore assignment**



# Post-CDR Command Detailing



- DIFFERENT THAN WHAT YOU'RE USED TO!
  - One on one detailing ~ 4 to 6 months prior to PRD
  - More PCC Billets than PCCs
  - Will match talent to task; preferences matter
- Three career goals in mind (in priority order)
  - Select for CAPT
  - Screen for Major Command
  - Building your portfolio/future potential
- Break-outs in command determine follow-on tour
  - Hard break-out (EP) – Build skillset, Joint, WC, . . . or Sea Duty/Operational Tour
  - MP or soft break-out – Sea, overseas, community job
- Timing also important
  - Major Command 1st Look is O5 PYG + 5 yrs
  - 2 tours btwn CDR CMD and MAJ CMD (~4 yr window)
  - Screening rate to MAJ CMD is 55 - 60 percent for a given PYG



# Career Management and Benefits







# FITREPs & Selection Boards

***SWO milestone screening  
drives promotion  
selection***

## **FITREPs**

- Blk 40 Recommendations
- Blk 41 Soft break out (SBO) (X of XX)
- Blk 42 Hard break out (HBO)
- RSCA & Summary Group Avg
- Timing

## **Command Boards**

### CDR CMD

- HBO / RSCA / SBO / CMD Rec in DH tour
- EC / Post DH jobs matter

### MAJ CMD

- HBO / RSCA / SBO in CMD tour
- PCC tour / career milestones met
- Potential for future service (skill set)

## **Promotion Boards**

- HBO / RSCA / SBO / CMD Rec
- Milestone tours served
- Screening CO, XO
- IA / GSA

**Board Members Rely on Your FITREPs to Describe  
Your Performance**



# Key FITREP Points

## FITREPS:

Know the reference!  
(BUPERSINST 1610.10D)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a  
clear story – can you  
lead at the next level?

White space GOOD!

							XO/CO AFLOAT	PC COMMAND
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.								
41. COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Foot must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.								
<p>** LT [REDACTED] is my #1 DH by a mile, and I'd stack him against any CHENG in the Fleet! **</p> <p>*** <u>READY NOW FOR COMMAND AT SEA, A CLEAR COMMUNITY FRONT-RUNNER!!</u> ***</p> <p>RARELY HAVE I OBSERVED AN OFFICER WITH SUCH A COMBINATION OF TECHNICAL/TACTICAL ACUMEN AND CHARISMATIC LEADERSHIP. THINK OF HALSEY, NIMITZ, AND SPRUANCE EMBODIED IN ONE SWO LT!</p> <p>- BATTLE CHENG. [REDACTED] drilled my Cruise Missile team for certification, then masterfully led them in combat. In the chair for TLAM engagement, I made CSO ride the pine.</p> <p>- UNPARALLELED PERFORMANCE. Makes my 20-year old plant run like a finely-tuned Rolex! Never misses a bell. 90+ days in the Persian Gulf with a cold CIC and plenty of water.</p> <p>- SHIPHANDLER EXTRAORDINAIRE. [REDACTED] coaches my conning officers at sea and anchor detail and man overboard drills. Holds the record onboard for MOB shipboard recovery time.</p> <p>- LEADER AND MENTOR. Trusted by Wardroom and CPO Mess due to his insight and decisiveness. Every one of his JOs signed for the DH Bonus, and re-enlistment rates in his department are the best in the Squadron... I checked.</p> <p>[REDACTED] EXCELS IN ONE OF THE TOUGHEST DEPT HEAD BILLETS AFLOAT. HE MET EVERY MISSION BECAUSE HIS PLANT SUSTAINS FULL POWER FOR DAYS ON END DUE TO HIS PERSONAL LEADERSHIP AND DETERMINATION. PUT HIM IN COMMAND! FLAG POTENTIAL!!</p>								
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER	
42. INDIVIDUAL						X	[REDACTED]	
43. SUMMARY	X	0	0	0	2	1		
45. Signature of Reporting Senior [REDACTED] Date: [REDACTED]						46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. [REDACTED] I do not intend to submit a statement. [REDACTED] Date: [REDACTED]		
Member Trait Average: 5.00		Summary Group Average: 4.86		[REDACTED]		Date: [REDACTED]		



# Statutory Board

## SWO Community Values

- Valuable achievements prior to LIEUTENANT COMMANDER
  - Service at Sea – Successful Division Officer sea tours
  - Screened for or serving as Department Head Afloat
- Valuable achievements prior to COMMANDER
  - Service at Sea - Successful performance as Department Head Afloat
  - Administrative milestone screen (XO/CO Fleet-up, XO Afloat, XO-SM)
  - Command Qualification
- Valuable achievements prior to CAPTAIN
  - Service at Sea - Superior performance as Commanding Officer
  - Officers successfully serving in community, operational, or challenging joint assignments following sea or shore commanding officer assignment
  - Proven leadership positions in shore and/or joint assignments
- Special Mission (SM) assignments
  - SWOs filling CO-SM positions are leading troops in front-line, operational missions
  - SWOs screened for or serving in XO-SM tours are fully viable for command afloat screening







# Your Service Record

- **Qualifications**

- Detailers can update quals/AQDs
  - OOD (LB2)
  - SWO (LA9)
  - TAO (LF6/7)
  - ECO (BS1/BS2)
  - ASWE (BA1/BA2)
  - EOOW (LC3/LC2/LC1)

- **Official photo** – Mail NAVPERS form 1070/884 (04-07) to PERS-312C

- **PFA – PRIMS @**  
<https://www.bol.navy.mil>

- **FITREPs**

- **1 of 1** – contact PERS-32 @ (901) 874-4881
- **Competitive** - must be submitted by command

- **Awards**

- Must be updated by Navy Awards Office (DC)
- <https://awards.navy.mil>

- **NPC Address:**

Naval Personnel Command  
5720 Integrity Drive  
Millington, TN 38055-3120

Check your professional record online at:

<http://www.npc.navy.mil/CareerInfo/Recordsmanagement/>

For more on managing your record:

[http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record\\_Management\\_Brief\\_\(Updated\\_Mar14\).pdf](http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief_(Updated_Mar14).pdf)

**Nobody cares more about your record than you!**



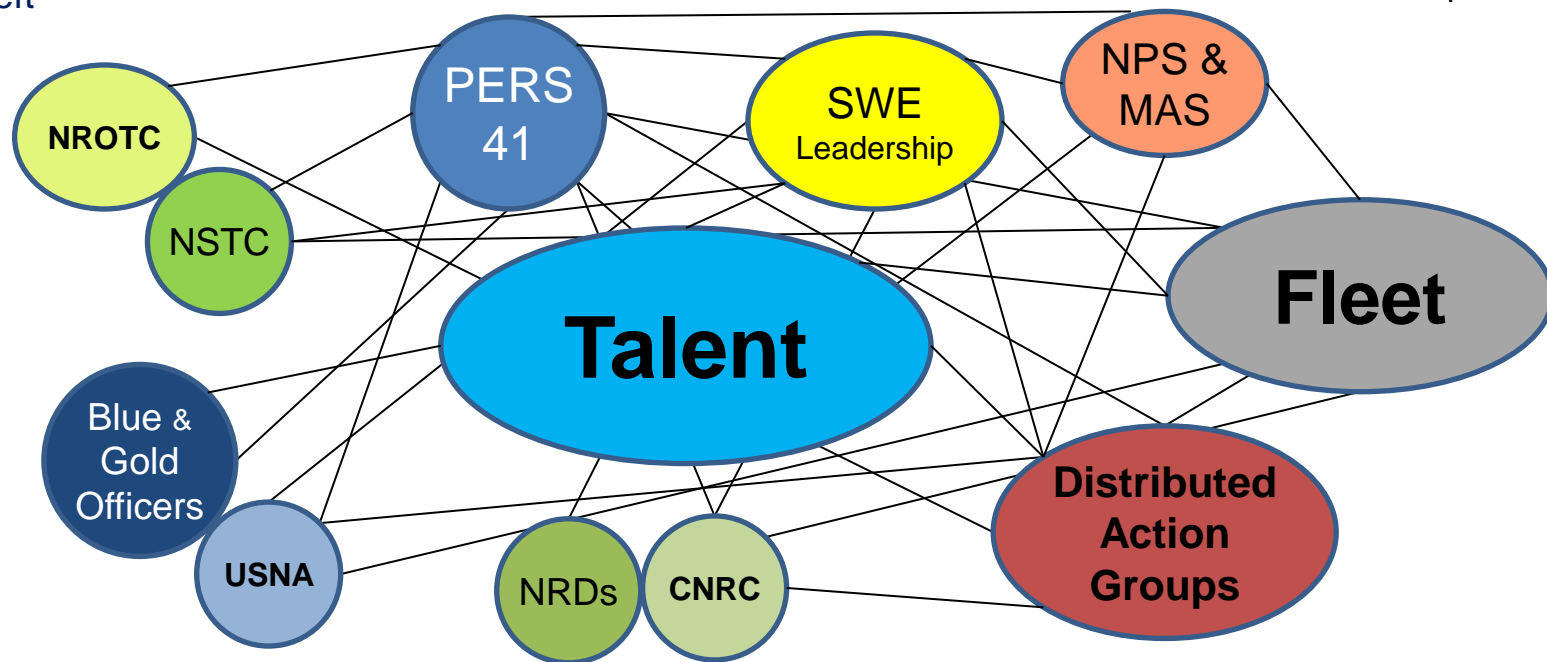
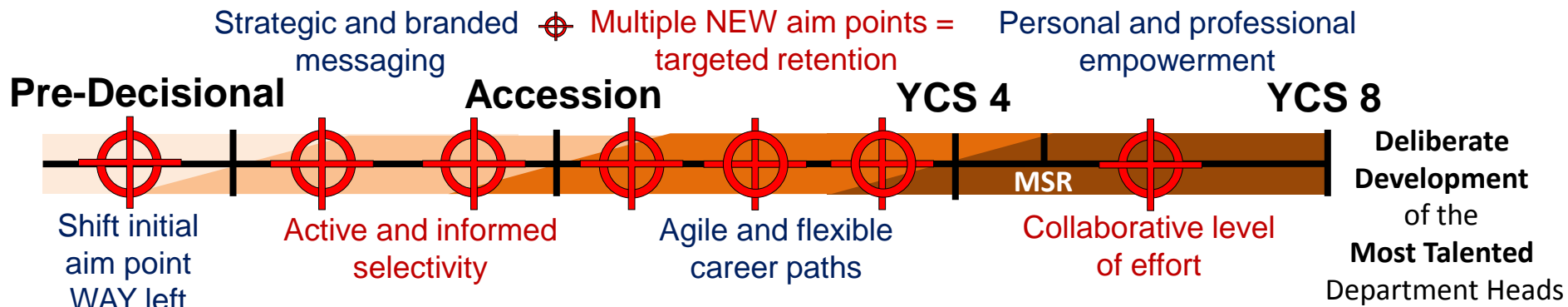


# FY 17 DH Selection Board

- 1<sup>st</sup> Look (YG 13)
  - 58% selection (467/812)
  - w/ EOOW: 85% (186/219)
  - w/ TAO: 100% (5/5)
- 2<sup>nd</sup> Look (YG 12)
  - 62% selection (74/120)
- 3<sup>rd</sup> Look (YG 11)
  - 69% (29/42)
- Nuke (across 3 looks)
  - 83%
- Superior performance at sea was primary selection factor
- Advanced qualifications favorably viewed
- 1<sup>st</sup> “Track 4” officer selected!
- No SWO = No Selection
- Board did not have a “Zero Defect” mentality

The **most selective** DH Board in a generation!

# The NEW Approach: “A Continuum of Engagement”

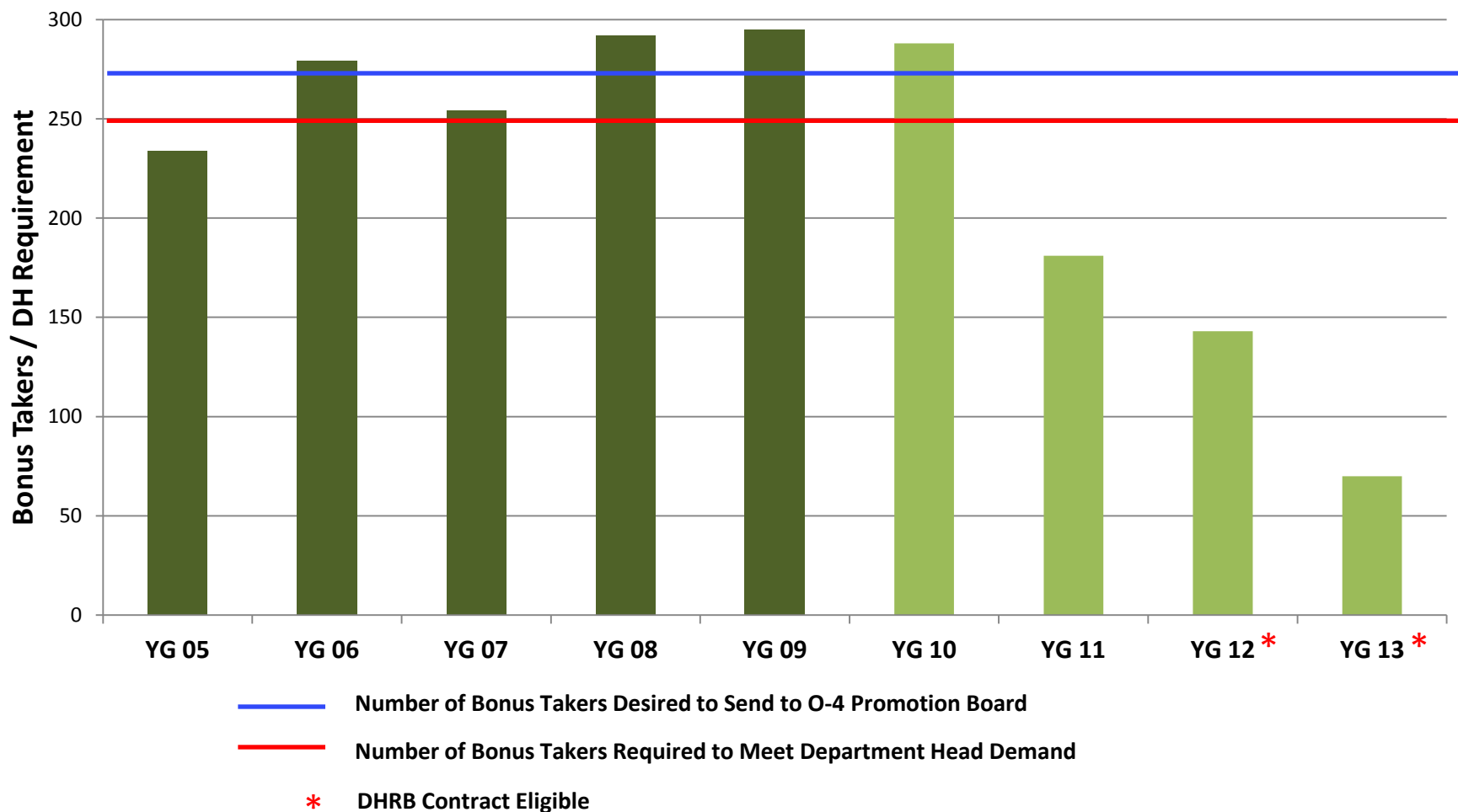


“Team of Teams” w/ a shared consciousness... networked and aligned!  
Armed with effective marketing tools and new opportunities



# JO Retention Trends

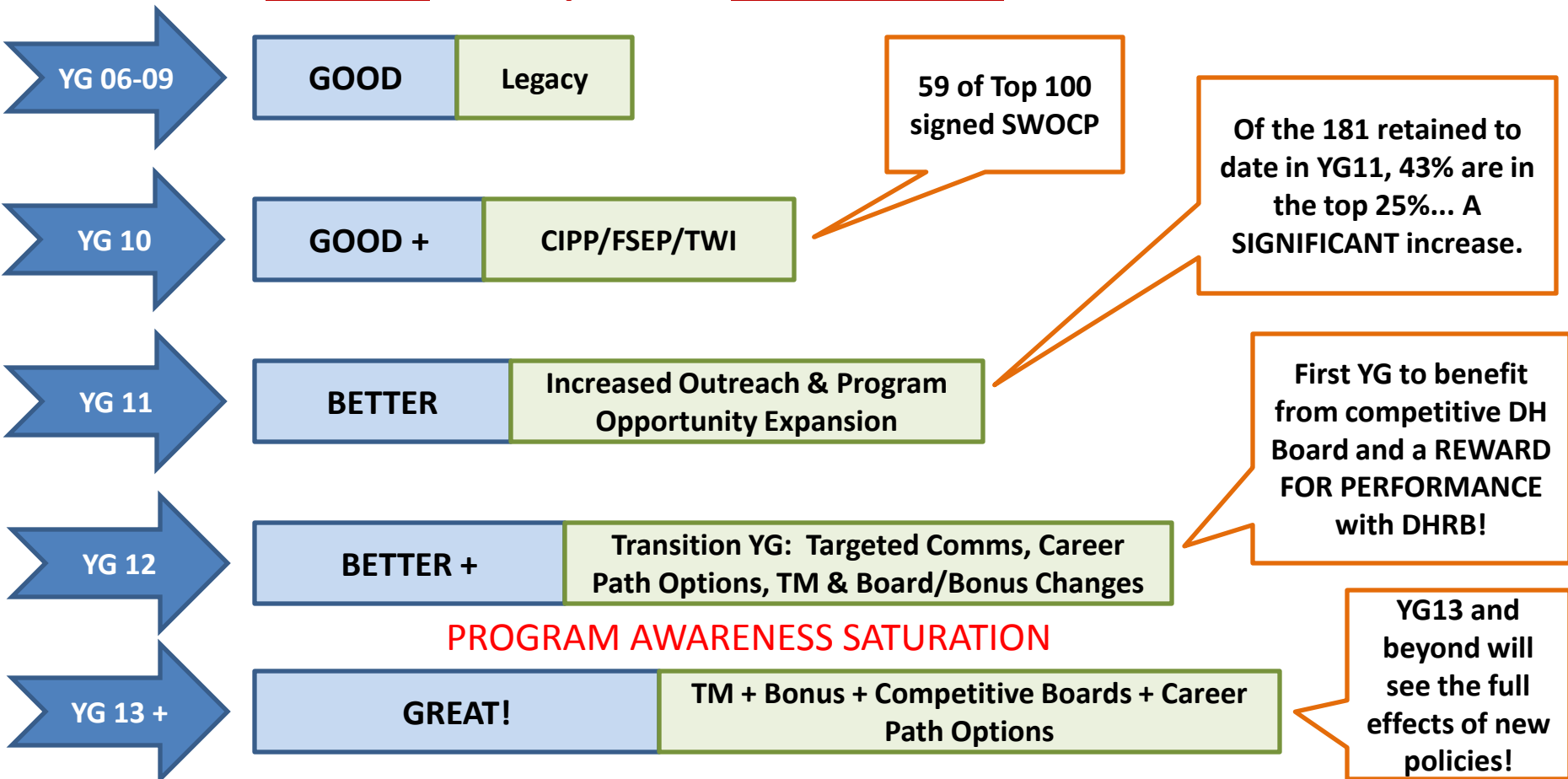
## DH Bonus Takers



**SWO JO Retention is at an all-time high!**

# JO Retention Forecast

**QUALITY will improve as OPPORTUNITY increases!**



Quantity: Past 5 years, have exceeded DH Retention Benchmark.  
Quality: New opportunities and investments will see marked increases!



# Department Head Retention Bonus (DHRB)

- YG-12 and junior are eligible for the DHRB\*
- YG-11 and senior remain under legacy bonus structure
- Selection at the SWO DH Screen Board rewarded with larger bonus
- DH Screened JOs able to commit to DH as early as YCS-3



## YG-12 and screened at 1<sup>st</sup> DH Look (June 15 DH Board)...

... and sign DHRB prior to 30 Nov 2016 - \$105K

... and sign DHRB after 30 Nov 2016, but before the June 2017 DH Board - \$95K

... and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - \$75K

## YG-12 and screened at 2<sup>nd</sup> DH Look (June 16 DH Board)...

... and sign DHRB prior to the June 2017 DH Board - \$95K

... and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - \$75K

## YG-13 and screened at 1<sup>st</sup> DH Look (June 16 DH Board)...

... and sign DHRB prior to the June 2017 DH Board - \$105K

... and sign DHRB after the June 2017 DH Board but before the June 2018 DH Board - \$95K

... and sign DHRB after the June 2018 DH Board but before YCS-6 anniversary - \$75K

*\* Not yet available for FTS (1117) officers – contact your detailer*

**Surface Warfare: Rewarding Superior Performance**



# Critical Skills Retention Bonuses

## Junior SWO CSRB - \$75K

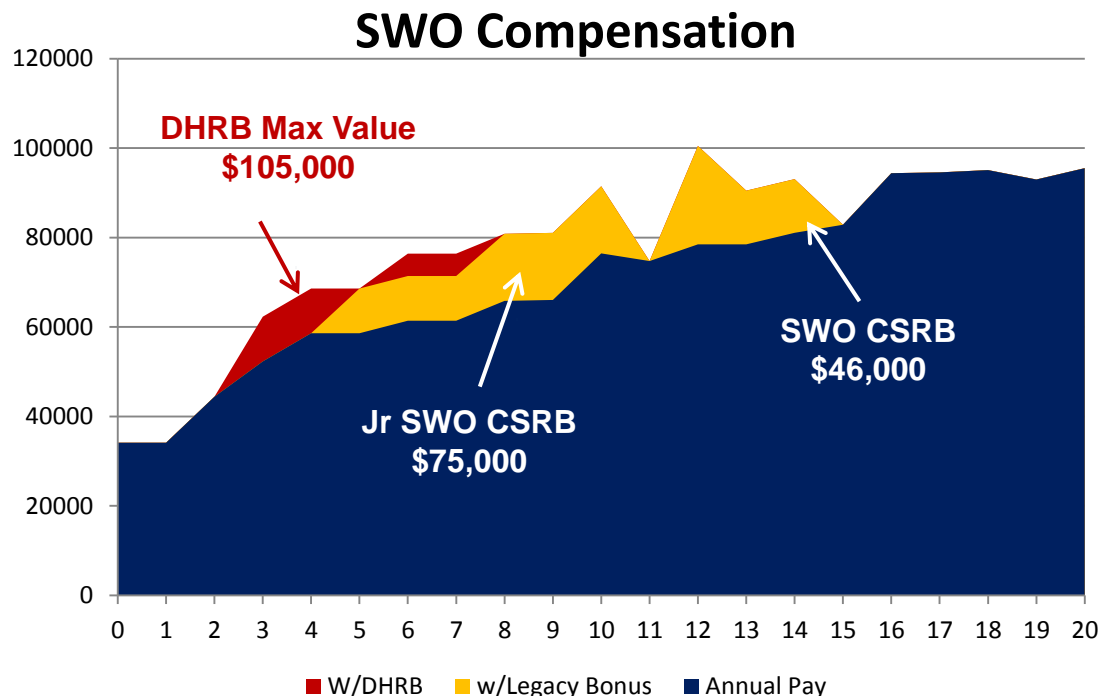
- \$10K upon commitment to serve two DH tours and confirmation of eligibility
- \$10K on 6<sup>th</sup> and 7<sup>th</sup> anniversary of commissioned service
- \$15K on 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> anniversary of commissioned service

## DHRB - \$105K

- Up to additional \$30K for selection on first look and signing DH contract

## SWO CSRB - \$46K

- \$22K on 2<sup>nd</sup> anniversary of promotion to LCDR
- \$12K on 3<sup>rd</sup> and 4<sup>th</sup> anniversary of promotion to LCDR

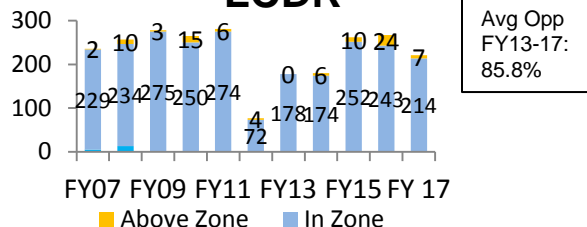


**Up to \$151K to Serve DH + 4 Years as LCDR!**



# Community Health

## LCDR



**FY16 LCDR** (Board 80%, SWO 91.6%)  
**FY17 LCDR** (Board 85%, SWO 91.1%)

**Successfully serving as a  
DH Afloat = LCDR Selection**

**Department Head Board Rates  
(FY16 First Look):**

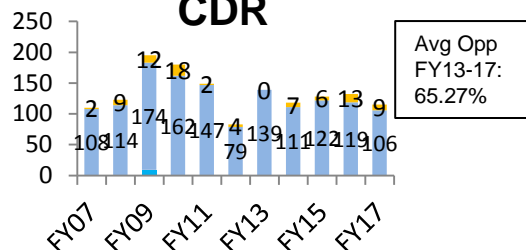
**80%**

**(FY17 First Look):**

**58%**

**From least selective to most  
selective URL Community**

## CDR



**FY16 CDR** (Board 70%, SWO 63.2%)  
**FY17 CDR** (Board 70%, SWO 59.0%)

**Screening for CO/XO Afloat  
= CDR Selection  
XO-SM < board rate**

**CDR Command Board Rates  
(CO Afloat or SM):**

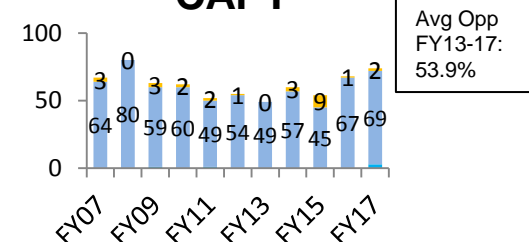
**42%**

**(CO and XO Afloat or SM combined):**

**83%**

**Performance as a DH and  
meeting CQE requirements  
remain key discriminators**

## CAPT



**FY16 CAPT** (Board 50%, SWO 50.7%)  
**FY17 CAPT** (Board 55%, SWO 56.9%)

**Success in CDR Command  
= O6 Selection**

**Major Command Board Rates  
(Afloat and Shore):**

**55%**

**(Afloat, Shore and AC):**

**60%**

**Healthy Major Command  
Opportunity for best COs**



# Retirement Compensation

For a married LT, age 26, at 4 years service...

Annual pay(including BAH/BAS): \$78K

***Equivalent starting salary*** to maintain lifestyle: \$89K\*

Retirement (paygrade @ YCS)	O-4 @ 20 (Retire at 42)	O-5 @ 20 (Retire at 42)	O-5 @ 25 (Retire at 47)	O-6 @ 25 (Retire at 47)	O-6 @ 30 (Retire at 52)
Annual retirement pay (assumes 2%/yr annual increase)	\$60K (50% base pay)	\$69K (50% base pay)	\$98K (62.5% base pay)	\$114K (62.5% base pay)	\$162K (75% base pay)
Total retirement equivalent (assumes member lives to age 79)	\$3.25M	\$3.72M	\$4.33M	\$5.05M	\$5.73M
Annual investment required to achieve equivalent retirement (assumes 5% APY til retirement)	\$47.8K	\$54.8K	\$48.6K	\$56.8K	\$51.3K
<b><i>Annual compensation</i></b> required to achieve equivalent retirement**	\$136.9K	\$143.8K	\$137.6K	\$145.8K	\$140.3K

\*Based on OSD Military Compensation Calculator for a LT (family of three, avg BAH)

\*\* Annual compensation accounts for civilian equivalent pay and required annual investment to amount to the same annuitized payout from the military retirement system.



# Blended Retirement System

- Beginning in 2018, service members can get automatic and matching Thrift Savings Plan contributions as well as mid-career compensation incentives in addition to a monthly annuity for life. All service members under the current system are grandfathered into today's retirement system.
- If you join the service after January 1, 2018
  - Automatically enrolled in the Blended Retirement System.
- After January 1, 2006 but before January 1, 2018
  - Choice to enroll in the Blended Retirement System or remain in today's current retirement system.
- Before January 1, 2006
  - Grandfathered and remain in today's current retirement system.



# Bottom Line

## Surface Warfare Officers:

- Leadership from Day One
- Train as Warfighters
- Command opportunities early and often
- Challenge and adventure in taking ships to sea
- Broad and diverse opportunities afloat and ashore
- It is an ***honor*** to lead and serve



“The stature of our homeland is no more than the measure of ourselves. Our job is to keep her free. Our will is to keep the torch of freedom burning for all. To this solemn purpose we call on the young, the brave, the strong, and the free. Heed my call, Come to the sea. Come Sail with me.

**John Paul Jones**



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Questions and Answers